



Memorandum

TO: City Council

FROM: Mayor Chuck Reed

**SUBJECT: SALARY FOR COUNCIL
APPOINTEES**

DATE: June 10, 2008

Approved

Chuck Reed

Date

6/10/08

RECOMMENDATION

Adoption of a resolution to:

1. Amend the City of San José Pay Plan to provide general salary increases of 3.75% effective June 29, 2008 for the City Manager, City Clerk, City Auditor, City Attorney, Independent Police Auditor, and the Redevelopment Agency Executive Director.
2. Amend the employees' health plan cost-sharing formula for medical plan coverage to 10% of the lowest priced plan currently available to city employees effective December 14, 2008.

BACKGROUND

My recommended compensation changes for Council Appointees are based upon similar increases that have been negotiated with most of the city's non-sworn bargaining units. The majority of bargaining groups will receive a 3.75% general salary increase in Fiscal Year 2008-2009. The City Manager is also recommending a 3.75% general salary increase for Executive Management (Unit 99) and other unrepresented non-management employees. The ongoing increased annual direct cost of the 3.75% increase in Fiscal Year 2008-2009 for Council Appointees is \$57,743.

I am also recommending that effective the first pay period of payroll calendar 2009, Council Appointees maximum contribution to the health plan cost sharing for medical coverage be increased from 10% of the lowest priced plan with a cap of \$150.00 per month to 10% of the lowest priced plan with no cap. This action is based upon similar agreements with the majority of the bargaining groups.